

Perkins Public Schools

Our mission: Perkins Schools....an exceptional education
in a safe, caring environment.



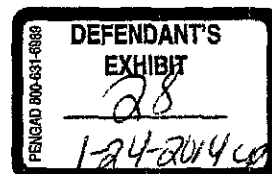
Jim Gunner, *Superintendent*

Lisa M. Crescimano, *Treasurer*

March 30, 2010

VIA HAND DELIVERY

Mrs. Carol Smith
217 Michigan Avenue
Sandusky, Ohio 44870



Dear Mrs. Smith:

I have scheduled a disciplinary conference with you for Thursday, April 1, 2010 at 4:00 p.m. in my office at the Administrative Service Building pursuant to *Article XLV – Progressive Discipline of the Negotiated Agreement* between the Perkins Education Association and the Perkins Local School District Board of Education. This hearing may result in disciplinary action being taken against you up to and including a recommendation for your termination from employment pursuant to O.R.C. Section 3319.16 for just cause.

Specifically, the disciplinary conference will be held to discuss allegations that you:

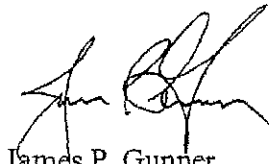
- engaged in inappropriate discussions with your high school social studies class regarding pornography.
- repeatedly “dozed off” for several minutes at a time while supervising students during 5D Study Hall
- repeatedly arrived tardy to your 5th Period History Class.

On various dates during the 2007-08 school year high school administrators verbally warned you about falling asleep while responsible for the supervision of students. On October 6, 2009 Mr. Stephen Finn, Briar Middle School principal issued a written reprimand to you for “unprofessional conduct, more specifically sleeping while responsible for the supervision of students at Briar Middle School”. On April 2, 2009, you received a three (3) day unpaid suspension for “failure to be present at Briar Middle School for your assigned duties on Wednesday, February 25, 2009”. On June 19, 2009 you received a ten (10) day unpaid suspension for “(1) your being tardy to your assigned duty of observing Social Studies classes on June 4, 2009; (2) your falling asleep during multiple Social Studies classes that you had been scheduled to observe; and (3) your not attending your assigned duty of observing a study hall subsequent to the Social Studies classes”. Finally, on July 8, 2009 you received a payroll deduction for failing to stay awake during professional development training held on Tuesday, June 16th and Wednesday, June 17th.

These new allegations, if true, indicate a continued and repeated pattern of unprofessional conduct that cannot be tolerated.

Pursuant to *Article XLV – Progressive Discipline, Section 45.05 B Conference* – you have the right to have two association representatives present with you at this disciplinary conference.

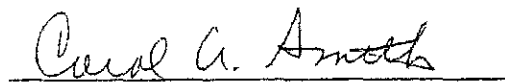
Sincerely,



James P. Gunner
Superintendent

Cc: Mr. Chris Gasteier, Principal, Perkins High School
Mr. John Gerber, PEA President
Personnel File – Mrs. Carol Smith

Receipt Acknowledged:



Carol Smith